HASSAN DISTRICT, BELUR TALUK, MADIHALLI HOBLI, ADGUR AND KUMARIHALLI VILLAGE.

Names of khatedars or owners	Survey No.	Whether dry, wet or garden, etc.	Total extent	Kharab	Remaining extent	Assessment	Extent now required		Boundaries			
							Extent	Assessment	East	West	North	South
			Sq.yds.	A.g.	Sq.yds.	Rs. a.	Sq.yds.	As.p.	S.No.	S.No.	S.No.	S.No.
						Adagur						
Subbaiah ...	6	Vacant site	750	...	750	0 8	550	6 0	Road	Village	Govt. lane	Village
Subbaih ...	23	Dry	A.g. 2 8	...	A.g. 2 8	3 8	A.g. 0 24	15 6	Govt. lane	Do	Do	Do
Narasimhaiah ...	5	Vacant site	Sq.yds. 450	...	Sq.yds. 450	0 8	Sq.yds. 330	6 0	Site No. 6	Halia	Govt. cart road.	Cattle pound
						Kumarihalli						
Subbaiah ...	401	Do	Sq.yds. 750	...	Sq.yds. 750	0 8	Sq.yds. 550	6 0	Site No. 25	Vacant site of Nanjegowda.	24 and 1	Vacant site of S Narasimhaiah.

1562

K. D. JOSHI, *P. W. Secy.*

ELECTRICAL SECRETARIAT

Dated 26th July 1946.

No. E. D. S. 239-43—Elecl. 306-45-2. Whereas it appears to the Government of His Highness the Maharaja of Mysore, that the undermentioned lands situated in Malavalli Village, Malavalli Taluk, Mandya District, are needed for a public purpose, to wit, Electrical Staff Quarters; notice to that effect is hereby given to all whom it may concern in accordance with the provisions of Section 4 (1) of the Land Acquisition Act of 1894, as amended by the Land Acquisition Amendment Act No. I of 1927 and the Government hereby authorise the Deputy Commissioner, and his subordinates and also to exercise the powers conferred by Section 4 (2) of the Act. Under sub-section (4) of Section 17 of the Land Acquisition Act of 1894, as amended by Act No. I of 1927, the Government direct that, in view of the urgency of the case, the provisions of Section 5-A of the Act shall not apply to the acquisition of the lands noted below.

MANDYA DISTRICT, MALVALLI TALUK, KASABA HOBLI, MALVALLI VILLAGE.

Names of khatedais or owners	Anubbavadar (if any) or other person interested in the property	Survey No or Mi. No.	Whether dry, wet, garden, etc.	Total extent	Kharab	Extent now required		Boundaries			
						Extent	Assessment	East	West	North	South
				A. g.	A. g.	A. g.	As. p.				
Sathyanarayana Setty, guardian mother Kamakshamma,		565—1	Dry ...	0 29	...	0 5¾	2 0	Remaining portion.	Road	Power House.	Remaining portion.
School Master Chikka Lingaiah bin Cikka Lingaiah.		565—2	Do ...	1 2	...	0 6¾	2 0				
Total ...		...	...	...	...	0 12½	4 0				

Dated 26th July 1946.

No. E. D. S. 239-43—Elecl. 306-45-2. Under Section 6 of the Land Acquisition Act of 1894, as amended by the Land Acquisition Amendment Act No. I of 1927, the Government of His Highness the Maharaja of Mysore declare that the lands measuring 12¼ guntas, be the same a little more or less, are needed for a public purpose, to wit, Electrical Staff Quarters; and under Section s 4 and 7 of the same Act, the Assistant Commissionor in charge of Mandya Sub-Division, is appointed to perform the functions of a Deputy Commissioner under the Act and directed to take orders for the acquisition of the said lands. Under sub-section (1) of Section 17 of the Act, the Government further direct that the possession of the said lands may be taken on the expiry of fifteen days from the date of publication of the notice mentioned in Section 9 (1) of the Act. A plan of the lands are kept in the Office of the Mandya Sub-Division and may be inspected at any time during office hours.

MANDYA DISTRICT, MALVALLI TALUK, KASABA HOBLI, MALVALLI VILLAGE.

Names of khatedars or owners	Survey No. or Mi. No.	Whether dry, wet, garden, etc.	Total extent	Kharab	Remaining extent.	Assessment	Extent now required.		Boundaries			
							Extent	Assessment.	East	West	North	South
			A.g.	A.g.	A. g.	Rs. a.	A. g.	As. p.				
Sathyanarayana Setty guardian mother Kamakshamma.	565—1	Dry ...	0 29	...	0 29	0 12	0 5¾	2 0	Remaining portion.	Road	Power House.	Remaining portion.
School Master Chikka Lingaiah bin Chikka Lingaiah.	565—3	Do ...	1 2	...	1 2	1 0	0 6¾	2 0				
Total ...	...	...	...	...	...	...	0 12½	4 0				

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K. D. JOSHI, *Elec. Secy.*

GENERAL SECRETARIAT

Dated 6th September 1946.

No. S. R. 1138—L. W. 65-45-6. Under Section 12 (4) of the Mysore Labour Act No. XIII of 1942 as amended from time to time, the Government of His Highness the Maharaja of Mysore are pleased to publish for general information the accompanying report of the Chief Conciliator in Mysore in respect of the failure of the conciliation proceedings in the dispute between the Labour Association and the Management of the Minerva Mills in regard to two Conciliation Cases on separate Notices of Change given by the said Association putting forth several demands.

1667 MOHAMED ISMAIL SHERIFF, *Gl. Secy.*

OFFICE OF THE CHIEF CONCILIATOR IN MYSORE

No. C.C. 32-45 & C.C. 26 A—45, dated 27th August 1946.

To

The Secretary to the Government of
His Highness the Maharaja of Mysore,
General Department, Bangalore.

Sir,

I have the honour to make the following report under Section 12(4) of the Mysore Labour Act, relating to a dispute between the Minerva Mills Labour Association, Bangalore City, and the concerned Mills Management, in regard to two Conciliation cases on separate Notices of change given by the

said Association putting forth several demands as stated below :—

1. **Conciliation Case No. 32-45.**—Thirty demands, *viz.*, (1. A). Desiring a change in Standing Order No. 20. (1.B) Reinstatement of Ponnuswamy. (2) Opening of a Creche for the benefit of children of the families of the workers. (3) Providing facilities for the collection of subscription. (4) Starting of a Labour Welfare Trust Fund. (5) Reduction in the number of working hours. (6) to (11), (13), (14), (19) (23), (25), (27 to 29). Demanding enhancement of wages to workers in the different Departments of the Mills. (12) Furnishing a copy of the Wage Schedule and Gradation List to the Labour Association. (15) Granting Dearness Allowance to workers while on leave. (16) Payment of arrear bonus and prompt payment of all bonuses in future. (17) Facilities for bath and clothing for women that go in for menses in the Mills. (18) Payment of wages of the appointment in which an employee is made to act. (20) Grant of sick-leave on half wages. (21) Privilege leave. (22) Confirmation of temporary workers. (24) Appointment of a Lady Doctor. (26) Payment of Dearness Allowance at 3 annas per point, and (30) Payment of wages for the period of stoppage of machines for cleaning, etc.

II. **Conciliation Case No. 26. A—45.** There is only one Demand, *viz.*, Reinstatement of T. B. Linganna of Weaving Department.

2. The President of the Labour Association gave to the concerned Mills Management two notices of change, one in respect of each of the above referred cases, desiring several changes on the above issues and set out below. There are in all 32 items of demands (including two items in Demand No. 1). As the Management did not accept these demands and as the parties did not come to an agreement during the negotiations conducted by the Assistant Commissioner of Labour, Bangalore Division, the Commissioner of Labour referred these cases to this office for initiating conciliation proceedings under Section 10(3) of the Labour Act.

3. The cases were accordingly registered and intimations to the parties were issued for hearing. I held conciliation proceedings at Bangalore on two days (the 22nd and 23rd August 1946) and discussed the several items of Demands.

The Management was represented by Mr. D. D. Kale, Labour Officer of the Mills, while Mr. N. Keshava Iyengar, President of the Association, assisted by the Vice-President and the Assistant Secretary, represented the Association. The Assistant Commissioner of Labour, Bangalore Division (Mr. Zia Mohammad) was present throughout.

4. Both the cases were taken one after another, for conciliation proceedings, the parties being the same. The several items of demands were considered one by one and discussed fully on both sides.

5. **Conciliation Case No. 32-45.—**

Demand No. 1(A).—Re : change in the Standing Order No. 20.—The Association representative urged that the extensive power vested in the Management under this Standing Order in discharging or terminating the services of any employee without assigning any reason leads to arbitrary exercise of the power by the Management and constitutes a great danger to the security of service particularly of permanent employees and hence the Standing Order should be amended by substituting the words "assigning proper reasons" for the words "without assigning any reason" occurring in the said order. Mr. Kale replied that the Standing Orders were settled by the Commissioner of Labour in consultation with the concerned Labour Association and as such, the Management did not see the necessity to amend the existing order. The President of the Association pressed the demand and the Management could not concede.

Demand No. 1(B).—Reinstatement of Ponnuswamy:—The President of the Association contended that in view of the long and efficient service put in by the worker, his discharge should be withdrawn and he should be reinstated. He further added that no proper enquiry was held in this case.

The Management representative in reply stated at the outset that since they had taken action under Standing Order, no notice of change could be given by the Association. However, without prejudice to that objection, he mentioned the following remarks about this Ponnuswamy's case. He explained that this worker was found guilty of impertinent and rude behaviour towards his superiors on several previous occasions and was warned with light punishments and had been given chances to improve which he never did. He could have been dismissed for his misconduct this time, but in view of his long service, the Management were considerate and merely discharged him, thus allowing him the benefits of Provident Fund, etc. Mr. Kale further added that the Management had taken this action under Standing Order No. 20 and though under this Standing Order they were not bound to assign any reason, they had, nonethe less, assigned full reasons to satisfy the Association.

As regards the enquiry prior to the discharge Mr. Kale said that a thorough enquiry was made both by himself and the General Manager before discharing Ponnuswamy. Mr. Kale produced the records in support of his contention and I perused them and satisfied myself that the records bore out the circumstances and the fact of enquiry, as stated by Mr. Kale. The Association President said that he was not satisfied with the explanation of the Management and that he would press the demand. The Management's representative said that the Management could not concede this demand.

Demand No. 2—*Re* Starting of a Creche for the benefit of the children.—The Management representative stated that the Creche had been started since June 1946. The Labour representatives in company with the Assistant Commissioner of Labour, Bangalore Division, visited the Creche and being satisfied with the arrangements withdrew the demand.

Demand No. 5—Reduction in the number of working hours to 8 hours per day.—The Management's representative explained that as things stand now, it is not possible to accept this demand, and that this is a general question that would affect all factories. He explained the disadvantages that would result to the Management if this demand was accepted. In view of the circumstances explained, the Association representative withdrew this demand.

Demand No. 12—Wage Schedule and Gradation List.—The Association urged that a copy of the Wage Schedule and the Gradation List may be furnished to the Labour Association.

The Management replied that they could not give a copy to the Association but had no objection to furnish the required particulars to a worker in respect of his own case as provided in the Standing Orders. The Association representative pressed the demand. The Management representative could not accept.

Demand No. 16—Payment of Half-yearly Bonus.—The Association urged for the prompt payment of the half-yearly bonus immediately after the expiry of the half-year to which the bonus relates. The Management explained that the bonus is paid on profits which have to be calculated after the expiry of the half-year concerned and that some time was necessarily required to scrutinise the accounts both here and at the Head Office at Bombay before a bonus could be declared by the Board of Directors and that soon after the declaration of the bonus, action was taken to make the payment and that the present demand was not practicable. He also stated that there were no definite rules framed in the matter. The Association representative pressed the demand, and the Management could not accept the demand.

Demand No. 17—Providing facilities for bath and clothing for women workers going in for Menses in the Mills—The Management's representative pleaded inability to accept the demand. The Association pressed the demand. The Management regretted that the demand could not be conceded.

Demand No. 18—Payment during acting arrangements—The Association representative urged that the employees acting in places carrying higher wages should be paid the wage attached to the work. The Management explained that it was impracticable here, as there was no occupational system prevailing. He said the system here was individual wage system which did not permit of such an arrangement. The President of the Association pressed the demand. The Management could not accept.

Demand No. 20—*Re* Sick Leave.—The President contended that the workers suffering from "Aralagatu" sickness should be given leave on half the daily wages up to three months.

The Management's representative pointed out that there was no such disease peculiar to workers in Textile industry and as such, the demand could not be accepted. The Association pressed the demand. The Management could not concede.

Demand No. 22—*Re* Temporary Workers.—The Association demanded that a temporary worker should be made permanent immediately he completes six months service instead of 18 months as at present. The Management replied that the period of 18 months prescribed was the maximum period of temporary service entitling confirmation, but in deserving cases the rule is relaxed and the workers made permanent earlier. As such, the Management did not see the need to change the existing system. The Association President pressed the demand. The Management could not concede.

Demand No. 30—Payment of Wages to a worker when the Machine is stopped for cleaning.—The Labour representative said that when a machine is stopped for purposes of cleaning, the worker is not paid wages for that period for no fault of his and that he must be paid for the period during which the machine is stopped for cleaning as is being done in the Binny Mills.

The Managament's representative replied that at the time when the minimum wages were fixed, the time in cleaning was also taken into account. He further added that the comparison with the Binny Mills is not appropriate because automatic machines are working in the Binny Mills, while that is not the case in Minerva Mills. But the Labour representative pressed this demand. The Management said that the demand could not be conceded.

Demand No. 6.—Enhancement of wages to piece-workers in the Weaving Department.

Demand No. 7—Enhancement of wages to piece-workers in Roving Department.

Demand No. 8—Enhancement of wages to piece-workers in Slubbing Department.

Demand No. 9—Enhancement of wages to piece-workers in Inter Department.

Demand No. 10—Enhancement of wages to piece-workers in Reeling Department.

Demand No. 11—Enhancement of wages to piece-workers in Winding and Bobinside.

Demand No. 13—Enhancement of wages to piece-workers in Warping Department.

Demand No. 19—Payment of a daily wage of 7 annas to every worker below 17 years of age.

Demand No. 23—Enhancement of wages to Spinning Department Maistries.

Demand No. 25—Enhancement of wages and the grant of further grades to workers in the Spinning Department.

Demand No. 26—Payment of High Price Allowance at 3 annas per point.

Demand No. 27—Payment of wages for six machines instead of four machines to Maistries.

Demand No. 28—Enhancement of wages to piece-workers in the S. Drawing Department.

Demand No. 29—Enhancement of wages to all workers other than piece-workers.

These 14 demands referred to above relate to enhancement in the rates of wages and in the rates of High Price Allowance. The Management's representative explained that these demands could not be accepted by the Management, as the working costs would be considerably affected. The Labour Representative pressed these demands. The Management regretted, it was not possible to concede them.

Demand No. 3—Providing facilities for collecting subscriptions.

Demand No. 4—Starting of a Labour Welfare Trust Fund.

Demand No. 14—Enhancement in the rate of wages for workers in night shifts.

Demand No. 15—Granting Dearness Allowance to workers while on leave.

Demand No. 21—Grant of privilege leave.

Demand No. 24—Appointment of a Lady Doctor.

The Management representative stated that the position in respect of these six demands remained unchanged from what it was at the time of last conciliation on those demands and that it was not possible to concede them. The Association's representative pressed these demands. The Management could not concede.

6. Conciliation Case No. 26-A—45—Demand in the Notice of change runs thus :—

"Inasmuch as the removal of the labourer T. B. Linganna, Ticket No. 859, Weaving Department, is not in order according to the procedure in vogue for such case and the same is sudden, surprising and unwarranted and the reasons

purported to have been given, therefore are not reasonable and proper and the circumstances of the above removal appear to point out the reason elsewhere and some sort of enquiry is necessary and essential and imperative in the interest of justice, the Association intends to request the Management to waive the order of removal of T. B. Linganna abovenamed and restore him to his place after a thorough enquiry, if need be."

The Management representative stated that the worker in question was only a temporary worker who had put in about four months service and was dealt with under Standing Orders for irregular attendance and that the decision was arrived at after careful enquiry and after hearing the worker and considering his explanation. He further said that the Management could not take the worker back to service. The President of the Association said that he was not satisfied with the explanation and that it was all a victimisation of this worker by the Management. Mr. Kale said that there was no victimisation and that the worker was dealt with on the facts and merits, under Standing Orders. The Labour Representative pressed the demand. The representative of the Management said that the demand could not be conceded.

7. All possible ways of settlement were explored, but the parties did not come to a settlement in regard to the above demands (except the two demands Nos. 2 and 5 of C.C. 32—45, which have been withdrawn).

Thus, of the 32 Demands in these Conciliation Proceedings, the two demands mentioned above were withdrawn, and the other 30 demands were pressed by the Association but were not accepted by the Management.

8. The Conciliation in regard to these 30 demands thus ended in failure, which I hereby report.

9. I request that this report may be published in the Gazette as required in sub-section (4) of Section 12 of the Mysore Labour Act.

I have the honour to be,
Sir,,
Your most obedient servant,

NAVANEETHAM,
Chief Conciliator in Mysore.

EDUCATION SECRETARIAT

Dated 11th September 1946.

No. M. 2713—G. M. 44-46-2. All Public Offices, Courts and Educational Institutions in Bangalore City will be closed on Saturday the 14th September 1946 in connection with the Ration Census Work in Bangalore City.

1745 MOHAMED ISMAIL SHERIFF, *Edn. Secy.*